

ISEC Goals — Awareness, Deterrence

We have met the enemy and he is us. — Pogo

A new internal security program (ISEC) recently launched at Sandia — and at its sister weapons labs, LANL and LLNL — aims at lessening the possibility that the possum created by cartoonist Walt Kelly was right.

“We Americans have seen a flurry of espionage cases in recent years,” says Don Jerome, supervisor of Security Plans, Coordination, and Awareness Div. 3432, the group responsible for ISEC coordination. “Ed Howard, John Walker, and other lesser-knowns were ‘insiders,’ that is, employees in government agencies or the services who, through their jobs, had access to information vital to U.S. national security — information considered very valuable by foreign governments.

“We know what Howard, Walker, and the others did with that data,” Don says. “In those cases, at least, we truly did ‘meet the enemy and he was us.’ And there’s a growing recognition in DOE and the national labs that we’re certainly not immune to the possibility of insider threats and espionage. We’d be very naive to think otherwise.”

Sandia a Target?

Have the Labs and its employees been targeted by foreign espionage operations? “Again,” says Don, “we’d have to be very naive to assume otherwise. The reason is simple: We’re a national laboratory with national secrets — and those secrets are of interest to others. It follows, then, that a Labs employee — sometime, somewhere — might be approached by an agent working for a foreign espionage operation.” (See “Tips for Travelers” on how to avoid those approaches.)

“I’d be willing to bet the farm that somewhere in the Kremlin, there’s a Sandia telephone directory — and thus, a list of Sandia employees,” Don adds.

One of Our 50 Not Missing

ISEC coordinator Jerry Brown (3432) says that, from the standpoint of foreign intelligence operations, one of our 50 is *not* missing. Jerry’s no stranger to espionage and its consequences; he was with the FBI for 25 years before he joined Sandia last January. “Based on my FBI experience, I can say — without a doubt — that New Mexico is one giant target,” Jerry says.

“Not only do we have the two national labs, we also have many defense contractors. We’ve learned, through defectors and other sources, that this state is considered prime ‘hunting territory.’ ”

There’s been some evidence along the way that Sandia indeed has been a target. Some Sandians attending international meetings have come away with the feeling that they possibly were targets. “If you have even an inkling that you’ve been approached, you should let your supervisor know immediately,”

says Jerry. “The supervisor should then notify Div. 3432.”

Consciousness-Raising Effort

“The ISEC program is a consciousness-raising effort,” Jerry continues. “It’s designed to help employees avoid pitfalls related to espionage recruiting and to give them a better ‘feel’ for situations that

might make them vulnerable as espionage targets.”

According to Jerry, the ISEC program emphasizes improved security awareness, some changes in administrative procedures, and other checks and balances. “Security has always been a priority concern at the Labs,” says Jerry, “but sometimes as an abstract value. Through ISEC, we’d like to see employees understand better the rationale underlying

(Continued on Page Six)

A Word from the Chairman

EVP Lee Bray (30), chairman of Sandia’s ISEC working group, considers the Labs’ new internal security effort a VIP — Very Important Program. “And underline the word ‘Very,’ ” he says. “ISEC, we hope, will serve as an ongoing reminder to employees that they are the key to security integrity here at the Labs.

“That integrity is subject to a two-edged threat — internal and external,” Lee continues. “Inside, it could be a person who knowingly or unknowingly provides ‘aid and comfort’ to the enemy by providing information that compromises national security. Outside, subtle — or not so subtle — attempts may be made to gain vital information that could be very damaging in the wrong hands.”

‘Prime Target’

“It’s obvious that the nature of our work here at Sandia makes us a prime target. As I see it, the good news is that we do an outstanding and important task. The bad news is that the better we do, the more we enhance the possibility of espionage approaches.

“That’s why it’s crucial that all Sandia employees assume a personal responsibility for protecting classified and other sensitive information.”

Lee is the Labs’ representative on an inter-laboratory ISEC committee set up by the three weapons laboratories — Sandia, Lawrence Livermore, and Los Alamos — to work on common internal security problems. “Because each lab’s mission is different, ISEC programs at each are slightly different,” says Lee. “But all have the



LEE BRAY (30): “Good news and bad news.”

same goal: to ensure that critical information does not get passed along to those who would use it against us.

“The joint effort among the three labs reflects a mutual determination to work together on an important problem that affects us all.”

LAB NEWS

VOL. 39, NO. 21 SANDIA NATIONAL LABORATORIES OCTOBER 23, 1987

Employees May Get Cash for Outstanding Contributions

Historically, outstanding scientific accomplishments — breakthroughs as a result of risk-taking or creative solutions to seemingly unsolvable problems, for example — have paved the way for important technological advances.

They still do. That’s why, beginning Nov. 1, Sandia’s MTSs (including management), TSAs, STAs, TAs, and SATs* are eligible to receive Exceptional Contribution Awards (ECAs) for contributions resulting from very-much-above-average innovation, initiative, and/or effort.

The lump-sum cash awards go to either individual employees or others who have contributed to a team project.

“In a large organization it’s sometimes hard for



ECA GUIDELINES reflect input — compiled by John Ledwith (3552, right) — from similar programs at Bell Labs and 21 other companies. Here, he discusses some of the data with Dick Shepardon, manager of Compensation Dept. 3550.

employees to appreciate that they can make a difference,” says Director of Personnel Ralph Bonner (3500). “ECAs are one way to let them know they *do* make a difference when they make a significant

contribution either to their organization’s — or the Labs’ — mission.

“The ECA program reflects management’s belief
(Continued on Page Five)

*MTS (Member of Technical Staff), TSA (Technical Staff Associate), STA (Senior Technical Aide), TA (Technical Aide), SAT (Staff Assistant Technical)

Antojitos

Let's Face It -- Lots of people in the outside world, including a couple of generations of spouses and/or loved ones, would like to know exactly what it is that some of us do out here on the job. Not all of the curious, however, are innocent inquirers.

And let's also face the fact that a U.S. citizenship and a Q-clearance are merely indicators. They guarantee nothing. There exists no litmus test for loyalty.

Given those facts, one can easily argue that an internal security -- ISEC -- program is long overdue. If you need further convincing, read the boxed ISEC story (page 6) in which Soviet defector Arkady Shevchenko notes that Soviet scientists traveling abroad can come back "empty" only once; in other words, they must collect specific information -- from us, or whomever they're visiting -- or they don't travel again.

And if you need convincing that Sandia is deadly serious about the new program, consider this: LLNL, LANL, and Sandia -- all three -- are working the problem cooperatively.

* * *

Weekly Bulletin Job Postings aren't all that interesting, unless you're looking for a new challenge. But, judging by the following "help wanted" ad in the *Austin American-Statesman*, things are different in Texas: "ACCOUNTANT -- We are a real estate and direct sales marketing company. The position is a permanent one. The office is located in Lago Vista on Lake Travis. Preference will be given to those with a strong sex background in filing consolidated reports, etc. After initial interview, you'll be tested by our CPA sex specialist on sex reporting ability. There is substantial opportunity for growth within this position." Two days later, reports *PC Magazine* (from which I took the ad), the same ad ran with the word "sex" replaced by "tax."

Moral: Three-letter words can get you into trouble too.

* * *

Sandia Hires the Brightest and the Best? After reading the following (in the August 1987 *Smithsonian*), I think Sandia needs a new pre-employment test:

His [Leonardo da Vinci's] backward writing was not an attempt at secrecy; anyone with a mirror can read it. [Milan engineer Roberto] Guatelli says that the master was ambidextrous, that he sketched with his right hand while he wrote with his left -- simultaneously. Guatelli argues that Leonardo had to save any time he could: "If you worked eight hours a day, six days a week just copying the sketches, it would take you 60 years to finish."

●BH

* * *

The boundary condition of the Universe is that it has no boundary condition. --Stephen Hawking, Lucasian Professor of Mathematics at the University of Cambridge, in *New Scientist*

Congratulations

To Catherine (2127) and Danny Turpin, twin daughters, Amanda Kay and Shannon Marie, Sept. 1.

To Lynne and Mark (5251) Smith, twin daughters, Kayla and Kara, Sept. 7.

To Sandra Swain (121) and Michael Rodriguez, married in Albuquerque, Sept. 26.

To Rebecca Russo (9112) and Capt. Raymond Bennett, married in Albuquerque, Sept. 26.

To Misuk (2153) and Steve (7525) Pyo, a son, Andrew Intae, Sept. 28.

To Michele (1231) and Henry Song, a daughter, Melinda Elizabeth, Oct. 1.

To Karen and Doug (6224) Ruby, a daughter, Lisa Ann, Oct. 3.

LAB NEWS

Published Fortnightly on Fridays

SANDIA NATIONAL LABORATORIES

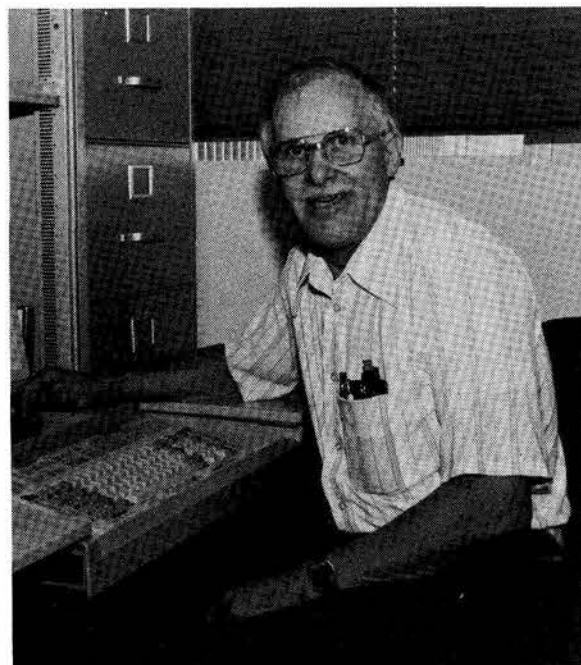
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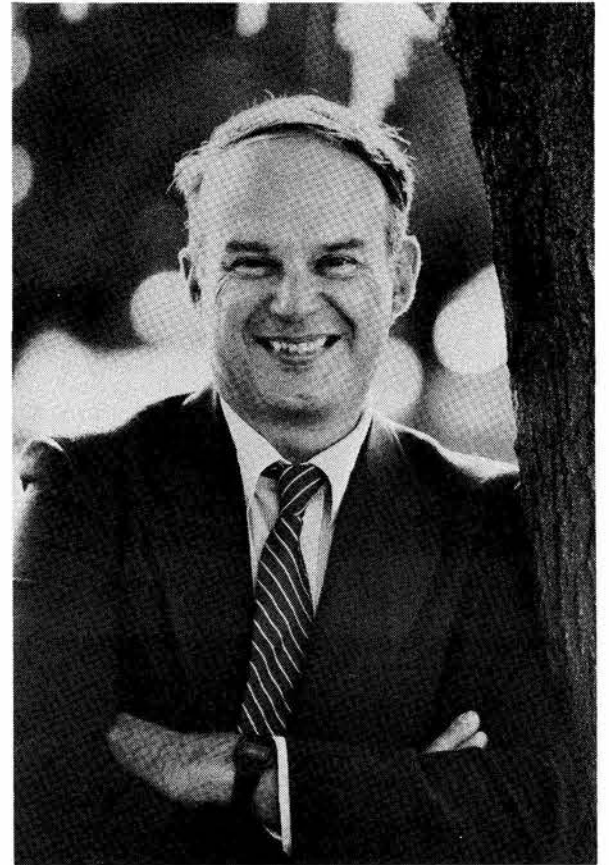
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LIVERMORE RETIREE Darrell Christensen (8163).

Supervisory Appointment



JIM RICE (1270)

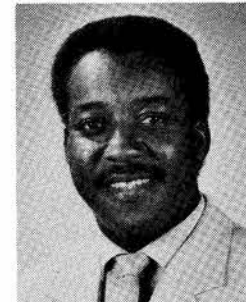
JAMES RICE to manager of Directed Energy Research Department 1270, effective Aug. 16.

Jim joined Sandia's postdoctoral program in October 1969, working first on high-energy ion atom scattering. In 1971, he became a permanent employee, and was assigned to a chemical laser division, where his work included chemical kinetics and investigation of electron-beam-pumped laser systems. In 1979, Jim was appointed supervisor of the Laser Physical Chemistry Division, where he continued research on laser technology and applications. His recent research involves development of reactor-pumped laser systems.

He has a BS from Indiana University and a PhD from the California Institute of Technology, both in chemistry. He is a member of Phi Beta Kappa, the American Physical Society, the American Chemical Society, and Sigma Xi.

Jim's spare time activities include church work, jogging, and hunting. He and his wife Linda have two grown children. They live in the NE Heights.

Livermore Supervisory Appointment



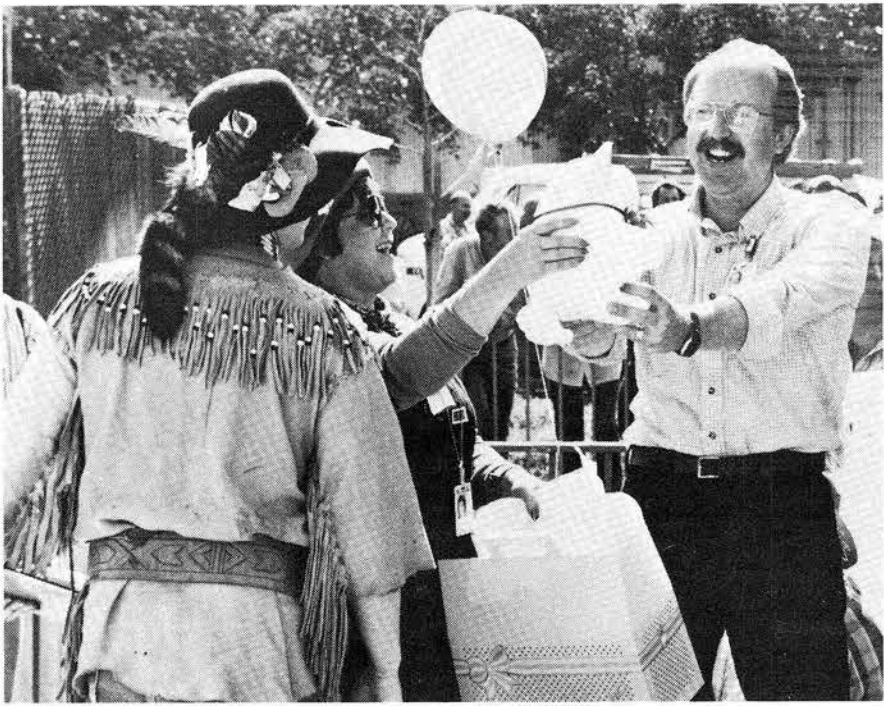
THOMAS HARRISON to supervisor of Electronic Sensor Division 8143, effective Sept. 1.

Thomas came to Sandia Livermore from AT&T Bell Laboratories in October 1984. He had worked as an MTS in the Photonics Research Laboratory at Holmdel, N.J. He joined the Weapon Subsystems Development Division (later renamed Electronic Sensor Division 8143) and contributed to the design of an SDI-related infrared camera system and to other SDI projects. He also led exploratory efforts on a unique optical proximity-fuze concept.

He has a BS in EE from Howard University in Washington, D.C., and an MS and PhD in EE from Stanford University.

A native of Stockton, he now lives in Livermore. Thomas's hobbies include growing potted cactus plants and collecting postcards from his travels. He is also active in the IEEE and is a member of Tau Beta Pi, the honorary engineering society.

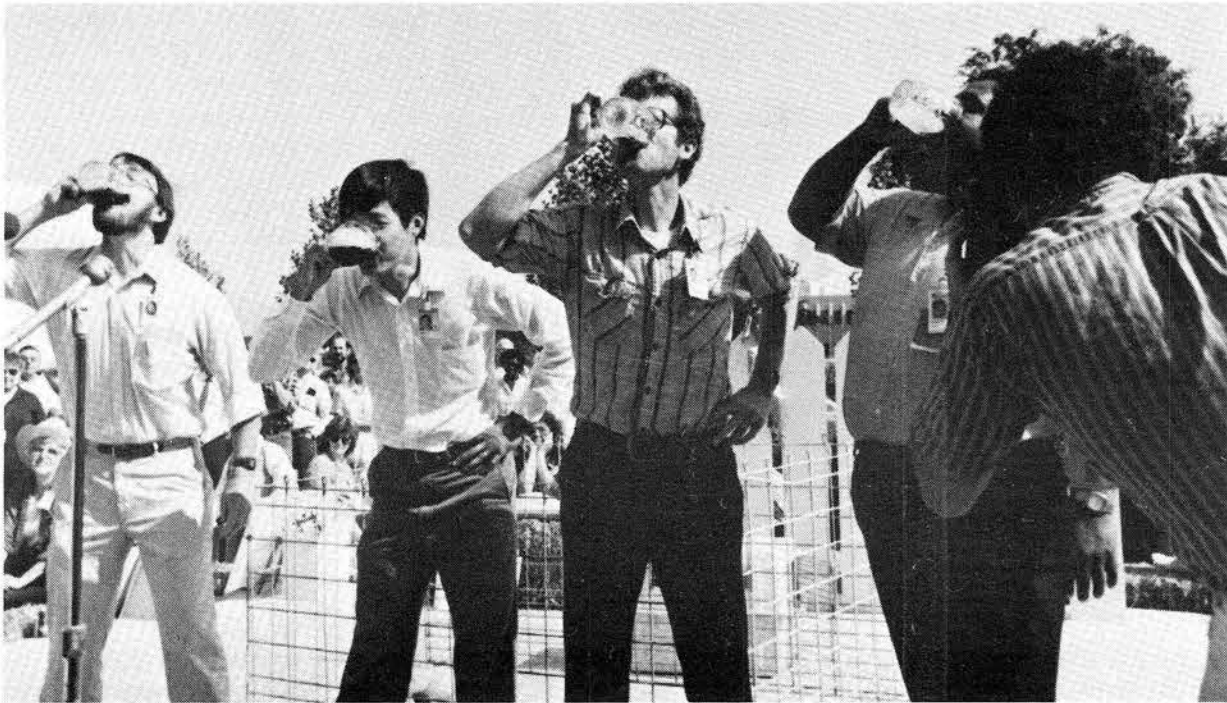
Hee Haw Hoedown Kicks Off LEAP Campaign



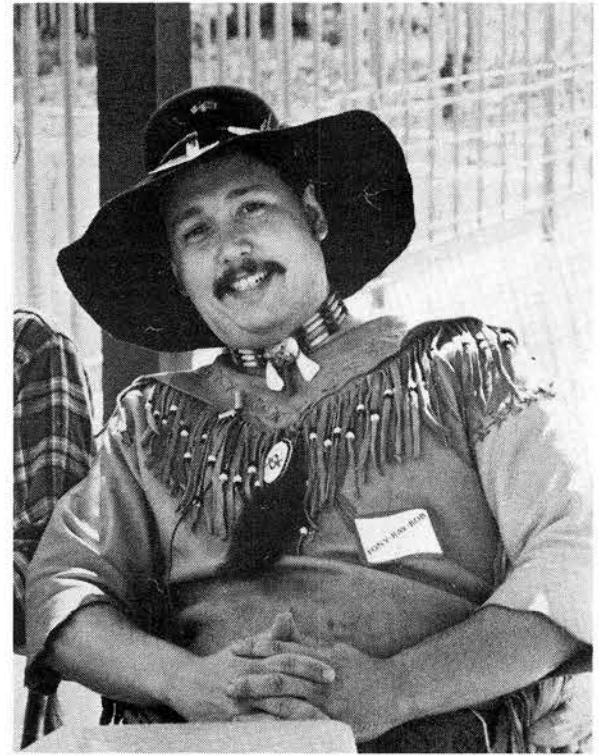
CHAMPION HOG-CALLER Larry Thorne (8353) received a stuffed pig from emcee Tony Morrise (8347, left) and Hee Haw Hoedown organizer Cindy English (8535).



CINDY ANDERSON (8165) — Sandia's own fiddler.



CHUG-A-LUGGING CONTEST for root-beer lovers was won by Fred Perez (8513), here partially obscured by a visiting photographer. Others competing were (from left) Steve Guthrie (8343), Wen Hsu, and Mike Malinowski (both 8347).



TONY MORRISE (8347) — Hee Haw emcee.



FIRST WOMAN across the finish line was Ellen Ochoa (8435) with a 9:46 time. She received her race time card from John Crawford.



VP JOHN CRAWFORD'S STARTING PISTOL was appropriate inspiration for the hundred or so Sandians who ran or walked the 2000-metre course, a LEAP Faire annual event.



BOB DOUGHERTY (8270) — "sooooo" with gusto.



**SANDIA
LIVERMORE NEWS**

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Improved System Pays Dividends At Property Inventory Time

We've all seen those ubiquitous bar codes on items at the grocery store. And most Sandians are aware — as they look around their offices or labs — that lots of equipment they use every day is marked in a similar way.

The bar code label you see on that word processor or piece of lab equipment is a key element in an improved property inventory system that has paid off handsomely in terms of accuracy and time-saving, according to Dan Poole and G. C. Hollowwa (both 3411), co-project leaders for the system.

"We've just completed our most recent wall-to-wall inventory," says Dan. "Before, under the old manual system, the wall-to-wall took a year and involved approximately 12 FTEs [full-time equivalents]. But with the new bar-code system, the inventory was completed in the six months from March to September by six people — one-fourth the FTEs previously needed. The inventory is an important part of Sandia's asset protection program, and bar coding is a big step forward."

"A bar-code inventory system has been used at Sandia for keeping track of SNM [special nuclear material] since 1979," notes G.C. "It worked very well, so it was logical to expand the system."

125,000 Items

The Labs-wide "wall-to-wall," done every two years, inventoried some 125,000 items on the last go-round. The inventory covers what's called "controlled" property — items valued at \$1000 or more — as well as "sensitive" equipment such as personal computers and cameras.

(This month, the value level for controlled property was raised to \$5000, which will reduce the number of those items to approximately 60,000 — and further reduce manpower requirements for the wall-to-wall. Items below \$5000 in value don't escape the inventory net, however; they'll sport orange bar codes, and will be inventoried as needed, according to Dan and G. C.)

One of the biggest advantages of the bar-code system, Dan points out, is that it's unobtrusive. "The 3413 [Property Inventory and Control Div.] people move into a room, run their scanners over the bar-code labels, and are gone in a matter of minutes," he says. "There's no need for people in the line to trail around behind them, checking off items on those long print-outs we used to have and verifying S-numbers along the way."

Sandia uses both S-numbers and R-numbers on equipment; S signifies property that's DOE-owned and R, equipment that's being used for a reimbursable project (and that's generally owned by the agency funding the contract).

The relationship of those bar-code markings (the markings are different on each label) determines input to the scanner. The scanner picks up different light



DAN POOLE (left) and G. C. Hollowwa (both 3411), project leaders for the bar-code inventory system, demonstrate an all-in-one scanner/reader that's now under evaluation.

intensities from each code, based on the arrangement of its wide and narrow black lines and the white spaces in between. That input translates to the S- or R-number assigned to that piece of equipment — the number that appears just below the bar code on the label.

Scanner input is loaded into a reader, where the data are stored for later transfer to a personal computer. From there, the information is fed into the Unisys computer, where the Property Management System (PMS) database is updated, then used to reconcile the inventory. (The PMS database now includes 131,000 items valued at approximately \$828 million.)

"Accuracy is really the bottom line here," G.C. says. "A successful 'read' by the scanner means the chance of a transpositional error is one in three million. There's much less chance of human error than under the old system, where each item on a long list was checked off manually, then keypunched for PMS update."

Variety of Applications

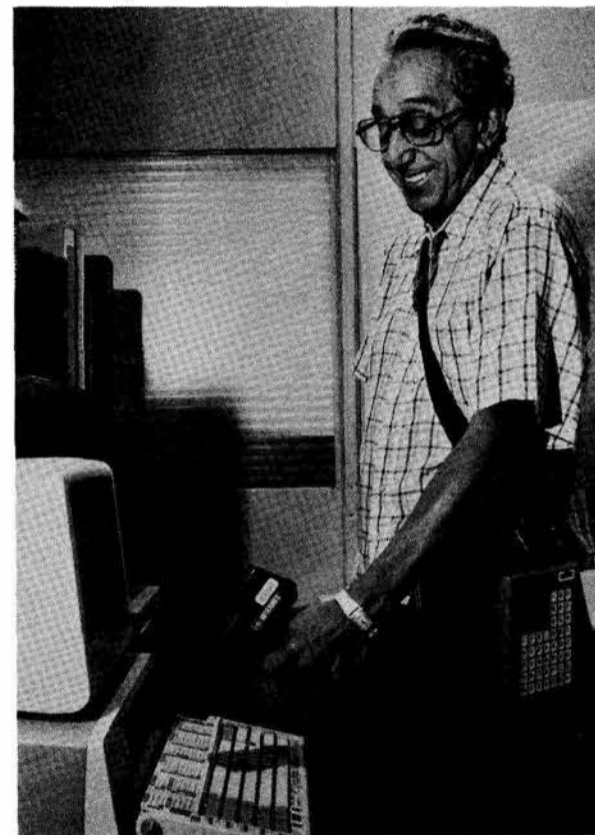
The bar-code system is being put to work in other ways as well. For instance, the field test and photometrics organizations are using it to keep track of property being moved or loaned to other groups.

"As far as applications are concerned, we've just begun to scratch the surface," says Dan. "In addition to its accuracy and cost-savings potential, the system's versatility and portability make it attractive for many uses. It's easy to use, once you do the front-end work: setting up information in the computer, so bar-code information can be interpreted. G. C. and I will be happy to discuss it in more detail with anyone who thinks it might complement his or her work."

Though project control is centered in Div. 3411, supervised by Jim Giachino, several other groups at Sandia helped get the bar-code inventory system off the ground. Property Management and Accountabil-

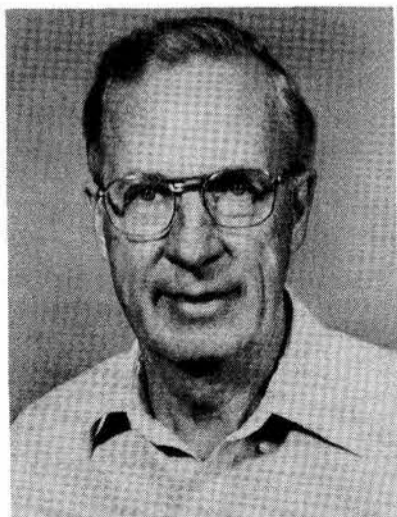
ity Div. 3412, under Bob Eldredge, came up with the label specifications; the labels are tough, in that they can survive all kinds of hostile environments — for example, vacuum chambers and the outdoors.

Property Inventory and Control Div. 3413, supervised by Bob Durand, is responsible for using and testing the system, and providing feedback to Div. 3411. Management Information Systems Dept. 2620, headed by Karl Waibel, provided mainframe support and manages the PMS database. ●PW



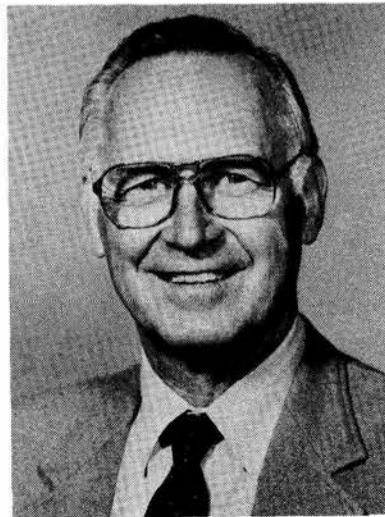
JUDGING BY HIS SMILE, Tony Torres (3413) really likes the bar-code inventory system. Here, he runs a scanner across the bar-code label on a PC. Slung over his shoulder is a reader that stores scanner input.

RETIRING



George Duke (5246)

35 yrs.



Reinhart Gauerke (7251) 35 yrs.

Welcome

- Albuquerque*
- Loa Teri Carpenter (3712)
- Rudolfo Sanchez (7812)
- Arizona*
- Laura Draelos (7843)
- Massachusetts*
- Lee Peterson (1524)
- Minnesota*
- Rodney Schmidt (6425)
- North Carolina*
- Edward Cole, Jr. (2142)

ECAs

that outstanding achievement — the kind of effort that has a major positive impact on work in progress — deserves special recognition,” Ralph adds.

Industry Trend

According to Ralph, there's a trend throughout industry to make nonpermanent compensation such as ECAs a part of companies' annual salary budgets. For example, Bell Labs has used ECAs as part of its salary review package for the last four years. "Nonpermanent compensation is not added to base salary, but it provides a good way to recognize out-of-the-ordinary achievements as they occur," Ralph explains.

"American industry, including Sandia, is coming to the realization that financial rewards must be leveraged to better performers," Ralph continues. "Lump-sum awards such as ECAs allow us to recognize significant accomplishments with higher compensation."

ECA guidelines, already received by supervisors, reflect input (compiled by John Ledwith, 3552) from similar programs at Bell Labs and 21 other companies. Comments John received during interviews with all members of Small Staff and representatives from each of Sandia's technical VP organizations — plus additional Small Staff discussions — also helped shape Sandia's program.

John reports that successful awards programs at other companies often include award presentations by an appropriate management level — normally the person who approved the award.

Motivating Factor

"Other companies found that face-to-face recognition from a management representative who best understands the award recipient's contribution has the most positive results," John observes. "Evidence that one's work is truly appreciated by those closest to it is a great motivating factor."

EVP Orval Jones (20) agrees. "It's important

that award decisions are 'driven down' into the organization," Orval says. "That approach should result in a more consistent and credible program."

John Ledwith also stresses the importance of timeliness. "Award presentations should be made as soon after the achievement as possible," he says.

"ECA results will be looked at as we go along, to make sure we're meeting program objectives," John continues. "It would not be surprising to see the guidelines change somewhat as we gain more experience with this type of program."

Accomplishments that might be considered for an ECA include (but are not limited to) technical innovation, contribution to a hardware development program, results with a production complex (for example, a smooth transition between design/development and production), improvement of quality or productivity, financial management under unusual conditions, service on a special project, or contribution to a Labs-wide goal (the Affirmative Action Plan, for instance). Preface each of these examples with the word "exceptional" and you have the picture.

In contrast to Special Performance Awards (SPAs) for administrative employees at Sandia (see LAB NEWS, May 8, 1987), ECAs are separate and apart from the rate review process and can be presented any time of the year. (SPAs are part of the rate review process and are awarded the first pay day after October 1.)

How Big's an ECA?

ECA amounts will vary; they're determined by the significance of the recipient's achievement. The largest awards most likely will reflect significant impact on the Labs' overall mission. "But ECAs are not reserved only for that purpose," says John Ledwith. "If an accomplishment has an important positive effect on the work of an employee's organization, that accomplishment may be recognized too."

Minimum amount of ECAs for those in non-exempt classifications (STAs, TAs, SATs) is \$500; minimum amount for exempt employees (TSAs, MTSs, management) is \$1000. The awards will increase in multiples of \$500, and there's no maximum limit.

Up to 30 percent of the population in a given organization (for instance, 30 percent of MTSs in a vice-presidency) could receive ECAs during a one-year period. That 30 percent figure, John points out, is an upper limit, not a target. "An organization may choose to recognize a few very high-level accomplishments with a small number of large awards," he says. "Or it may opt for a larger number of smaller awards."

"In reality, we'll probably see a mix, with few organizations reaching the upper limit of 30 percent."

Benefits Affected

Though ECAs don't increase base salary, they — like SPAs — affect most benefits: pensions, life insurance (including employee-paid), job-incurred accidental death insurance, the AT&T Savings Plan, and ESOP. Deductions include federal and state taxes, the savings plan (whatever percent has been chosen by the employee), and FICA (Social Security). Sandia's Board of Directors has approved the inclusion of ECAs in calculations of life insurance and pension benefits; in addition, DOE and IRS must approve the pension impact.

"Though individual accomplishment is important, technical employees should understand that Sandia also places great value on teamwork," says Ralph Bonner. "Sometimes a group of people working together comes up with outstanding results in a relatively short period of time. Under those circumstances, ECAs could be an appropriate way to reward team members."

"Sandia employees are a top-notch group of people who do high-quality work on a continuing basis," Ralph concludes. "The very best of that work deserves special recognition, and we think the ECA program will help provide it." ●PW



Take Note

Gordon Smith, Deputy Director of the Strategic Defense Initiative Organization (SDIO), will speak at the Strategic Defense Lecture/Discussion on "SDI: A Re-Assessment," on Oct. 28 at UNM's Continuing Education Center at 12 noon. He'll discuss the purpose and goals of the SDIO program, its current status, and the challenges that it faces. The lecture/discussion is part of the "New Directions" symposium series sponsored by Booz-Allen & Hamilton, featuring speakers from industry and government. For more information, call 247-8722. Reservations are required.

Sal Gabaldon's (3155) brother-in-law, Ted Martinez, a former Peace Corps volunteer in Belize in Central America, has received word that there's an urgent need for 50 sets of used encyclopedias and children's books for 10-year-old kids. The books will be distributed by the Rotarians Club after they reach Belize on Air Force transports (when donated space is available). If you can help out, contact Ted on 255-9916.

If you dream of faraway places and people, stop by the Technology Transfer Center (Bldg. 825) on Nov. 6 at noon. Pete Richards (1112) has taken several trips to Tibet, and he'll be showing slides of his recent bicycle tour from Lhasa to Kathmandu, Nepal. Learn about Tibetan people and see some magnificent mountain views. For more information, contact Pete on 4-2616.

Jerome Murray, internationally recognized psychologist, author (*From Uptight to All Right: Strategies for Stress*), and speaker, will speak on "Stress Management in the 80s" at Sandia High School auditorium tomorrow (Oct. 24) at 2:30 p.m. Learn how to build an immune system for stress, increase your

stress-survival quotient, and cope with distress. The seminar is sponsored by International Training in Communication (ITC); cost is \$5. Contact Dora Fisher on 4-7873 or Soila Brewer on 4-5463 for more information.

Frogs, snakes, and other crawly things have been known to turn up in little kids' pockets. Now they can find out about the critters at the New Mexico Museum of Natural History. Children, 7-9 years old, are invited to explore the wild and much misunder-

stood world of reptiles. Two six-hour sessions are scheduled; Session I is Nov. 3-12, (Tuesdays and Thursdays) from 4-5:30 p.m.; Session II is Nov. 7 & 14 (Saturday) from 9 a.m. to noon. Class size is limited to 15; cost is \$30 (\$20 for members of the Museum Foundation or NM Zoological Society). For more information, contact Melinda Dawe or Tish Morris on 841-8832.

Retiring and not shown in LAB NEWS photos: Naomi Funk (3735) and Mae Lovelace (7476).



TOP-LEVEL EDUCATORS — members of the international Organization for Economic Cooperation and Development (OECD) — were in Albuquerque last week at the invitation of Lillian Barna, APS superintendent and OECD member. Part of their four-day series of discussions and demonstrations was a visit to Sandia, where Pace VanDevender (1200, right) took them on a tour of the Saturn facility. Their Labs visit also included lunch (hosted by Orval Jones, 20), a general briefing by Everet Beckner (5000) on Sandia's role and mission, and a discussion by Pace on pulsed power sciences and fusion energy.

The Selling of a Nation: Rationalizing Treason

Soviet industrial espionage A threat to NATO from within

Bonn's secretaries type, file - and spy for East Germany

By Philip Williams
UNITED PRESS INTERNATIONAL

BONN, West Germany — The defections of government secretaries are so numerous here that having one's employee flee to the East is becoming somewhat of a sta-

Nation's called 'e

A Letter He The World c

(Continued from Page One)

ISEC

our concern with security and become even more aware of its importance.

"When you're talking internal security, the human threat is every bit as important as the electronic threat," Jerry adds. "We need the help of every employee in our effort to enhance internal security; people are the key to its success."

Employees are not likely to notice significant changes in day-to-day activities as a result of ISEC, but there will be a few new administrative wrinkles:

- A more formal procedure for pre- and post-travel briefings/debriefings when employees travel (business or personal) to sensitive or communist-bloc countries or go to meetings attended by people from those countries;
- A block to be checked on Travel Advance (TA) forms if an employee anticipates contacts with people from sensitive countries while traveling; and

- Stricter emphasis on the "need-to-know" principle for "sensitive" classified information (stringent documentation and controls on meeting attendees, more readily retrievable document-accountability records, better tracking of document transfers).

Some technology wrinkles may make the above easier. One possibility is "smart badges"; bar codes and magnetic strips on badges may eventually determine accessibility to certain areas, library information, levels of classified access, etc. The badges also might provide a better way to track document transfers.

A "smart copier" that would block unnecessary reproduction of classified documents is also under study. "Organization 5200 [Nuclear Security Systems] is providing a lot of investigative support on both the smart badge and the smart copier concepts," says Don Jerome.

Program Elements

The ISEC awareness program for employees is wide-ranging. Current plans call for:

Sandia's ISEC Working Group

Directorate 3400 (Industrial Relations and Property Protection), headed by Jim Martin, is responsible for establishing and coordinating Sandia's ISEC program. "However, as with all security programs, we can't do the job alone," says Jim, "so we sought guidance from a group of knowledgeable managers who represent a cross section of interests and responsibilities at the Labs."

People working with 3400 on the ISEC effort are: Lee Bray (30), Jim Powell (1230), Craig Jones (2610), Jim Mitchell (3160), Dick Craner (3180), Larry Clevenger (3320), Charles Burks (5110), Jim Baremore (5210), Ron Bentley (7170), Paul Brewer (8500), and Paul Stokes (9110).

Eye-Opening Revelations

High-Ranking Soviet Defector Talks on Science/Espionage Interface

In September, ISEC coordinator Jerry Brown (3432) attended a dinner at Los Alamos for Arkady Shevchenko, the highest-ranking Soviet ever to defect to the West. Jerry also heard a colloquium talk for LANL employees by the 22-year veteran of the Soviet foreign service and former U.N. Under Secretary.

"What he had to say was eye-opening, to say the least," says Jerry. "I hope our ISEC speakers program can include people like Shevchenko, so that every Sandian has the opportunity to hear views from the other side."

Jerry reports that Shevchenko covered a variety of topics, including the interface of science and espionage in the Soviet Union. "He made no bones about the fact that no Soviet scientist is allowed to travel outside the country without being asked to collect specific information," says Jerry.

One Chance

"Scientists are given one chance to come back minus information when they travel abroad," Jerry continues. "If they come back 'empty' after the second trip, their traveling days are pretty much over."

"According to Shevchenko, scientists who travel outside the USSR receive briefings and debriefings — a travel requirement — from a member of the Central Committee, who's really a KGB funnel. The travelers are not specifically told during before-trip briefings that their 'marching orders' — what information they're expected to collect, and so on — are actually coming from the KGB.

"Nor are they aware that debriefing information, as appropriate, will be passed along to the KGB. But it always is."

Shevchenko also noted that Soviet visitors

to the U.S. often have KGB "watchdogs" with them to ensure they don't talk too much, and are not subjected to recruitment attempts. If a scientist travels alone, it's an indication that he or she is highly trusted by the KGB.

Biggest Prize of All

The biggest intelligence prize of all for the Soviets, according to Shevchenko, is not the unwitting dupe, but rather the insider who's aware that information he or she provides is helping the USSR. Such a person would be considered so important that only two or three high-ranking KGB officials would know of the operation's existence.

Shevchenko mentioned that scientists from communist-bloc countries — for example, East Germany or Czechoslovakia — often serve as "stand-in" information seekers, especially when a geographical area in the West is off-limits for Soviet travelers. (Albuquerque and Los Alamos are considered restricted areas.)

Shevchenko also ticked off a few suggestions for dealing with visitors from communist-bloc or sensitive countries:

- Follow day-by-day activities of visitors more closely;
- Discourage certain meetings if it looks like the Soviet "take" will be greater than that of U.S. attendees; and
- Pay careful attention to the visitor who's been in the U.S. three or more times; he or she is certainly being used.

Shevchenko, who worked for Soviet leaders Nikita Khrushchev and Leonid Brezhnev, also knew Yuri Andropov, Konstantin Chernenko, and current leader Mikhail Gorbachev. He defected from the Soviet Union in 1978 and became a U.S. citizen last year.

- Speakers (probably on a quarterly basis), including defectors as well as representatives from agencies such as the CIA and FBI;
- Special emphasis on ISEC during the security briefing for new hires;
- A series of reports to management on the ISEC program and on espionage activities in the U.S.;
- Update of the supervisors' security handbook; and
- Guidelines for travelers to sensitive countries and for employees hosting visitors from those countries (see "Tips for Travelers").

The ISEC program is an evolving one; not all its parts are yet in place, according to Don and Jerry. In fact, the shakedown period will probably continue for a year or so. "If employees have ideas on how to beef up anti-espionage security, we'd welcome them," says Don. "They can call either Jerry or myself, or one of the other people involved with the ISEC program."

Those people include resource coordinator Kathy Marder (3432), as well as Bob Wilde (3430) and Jim Martin (3400), who worked on program design and coordinated Sandia's program with that of the other weapons labs.

Checks and Balances

Div. 3432 will continue, as it has in the past, to maintain a database showing foreign travel records, security infractions, unaccounted-for documents, and employee contacts by outside agencies such as the FBI and CIA — all a matter of record over the years. It will also incorporate the foreign-contact data from TAs, once that form has been revised.

"These indicators, in themselves, present no basis for concern about an internal security risk," says Don Jerome, "unless someone consistently violates regulations and Labs policy. Or unless a bunch of flags pop up — for example, an excessive number of security infractions attributed to one person."

Inter-Lab Committee

Sandia and the other two weapons laboratories have established a joint ISEC committee to work on common problems; EVP Lee Bray (30) (see "A Word

vital secrets easy picking' e, a Leak There: KGB Deception

FRANCE ACCUSES 6 OF ROCKET SPYING

2 East European Women and
4 Frenchmen Are Charged
in Ariane Missile Case

THE KGB'S NEW MUSCLE

S. Korean professor, 6 ex-students
charged with spying for the North

Nuclear-secrets trial opens today in Israel

from the Chairman") represents the Labs on the joint committee.

That group is exploring the possibility of a "connections" database, coordinated among the three labs, that would keep track of foreign visitors to the labs. Information would include the number of visits by any one person and the type of information exchanged.

Also under consideration is an interchangeable smart badge — such as the one being considered for Sandia — that could be used at all three weapons laboratories.

"The track record of the three labs — as measured by the low level of discovered espionage activities — is very good," Don points out. "The record probably reflects the attention we've paid over the years to effective security measures.

"There have been, of course, a few notable exceptions: Klaus Fuchs and David Greenglass during the Manhattan Project days at Los Alamos come to mind," Don continues. "Certainly that era [the 40s] was one of less technological sophistication — people were more naive, perhaps less suspicious." Could Fuchs' spy activities have been prevented? "Maybe, maybe not," says Don.

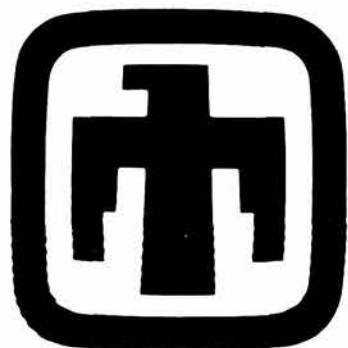
'One of the Boys'

"Fuchs was considered 'just one of the boys' by other people working on the project," Don continues. "He was quiet, well-liked — certainly not a cloak-and-dagger type that invited suspicion. The world is a different place now, but people, unfortunately, are pretty much the same; there are still people who would do almost anything to make a fast buck, there are still the ideologues whose sociopolitical aims are different, and there are still people who are desperate for a way out of trouble.

"ISEC's designed to teach people additional ways to protect themselves and to protect classified information," he continues, "and to let them know that other types of sensitive information need to be protected as well — for instance, Labs phone directories. Employees can really help if they're alert to possible espionage approaches, and if they recognize they can be targets — even if they don't travel a lot.

"ISEC is *not* a crimestopper program; we're not asking Sandians to become counterintelligence agents. We're simply asking employees to keep their eyes and ears open. Our main goal is to help people avoid traps, and to let them know we're here to assist if they feel they need help." ●PW

(Ed. Note: A future article will discuss the question of whether a "profile" of a typical security risk can be compiled.)



JERRY BROWN (left) and Don Jerome (both 3432) review the Security Handbook, which is being updated to reflect ISEC program goals.

Tips for Travelers, Hosts

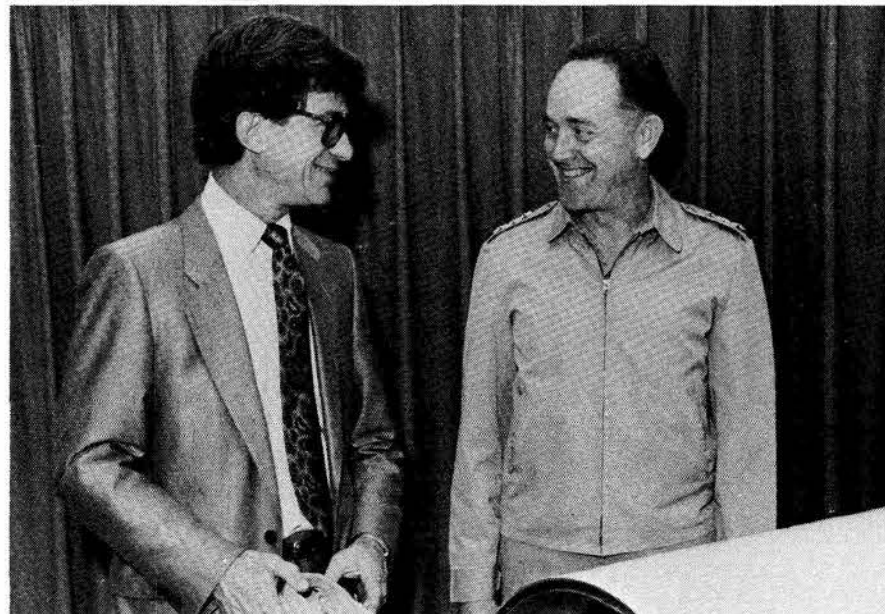
The ISEC program means more formal briefings/debriefings for Sandians traveling to sensitive or communist-bloc countries or hosting visitors from those countries. The briefings package for travelers includes the following guidelines:

- Be cautious about what you photograph (pictures of certain items may be prohibited, and you could find yourself in a compromising situation);
- Don't exchange money with people on the street or buy anything that might be "black market" (again, the compromising situation possibility);
- Don't become sexually involved (this is a frequently used way to create a blackmail situation);
- If you're asked to mail a letter or take a package out of the country, make sure it's legal; insist upon viewing the contents (and avoid what could be uncomfortable circumstances);
- Make sure all your discussions are unclassified and relate only to the business at hand; and
- Keep track of places visited, people contacted, discussion content, scientific capabilities noticed (including end use of re-

search projects), questions asked of you.

If you're dealing with visitors from sensitive countries, the following suggestions are offered:

- Ensure that visitors are not trying to collect classified information, or information outside the scope of legitimate inquiry;
- Note questions designed to elicit classified or sensitive data, keeping in mind that many visitors are trained to collect information for foreign intelligence services;
- Keep aware of visitors separating from group activities, not attending meetings, going out by themselves without explanation, meeting with people not connected with the event;
- Note after-hours activity that does not seem normal or does not fit into the planned schedule;
- Learn if visitors seem knowledgeable about their disciplines (some may be posing as scientists when, in fact, they are not); and
- Note discrepancies between professional documentation and actual capabilities and knowledge; also discrepancies between appearances and photographs.



VICE-ADMIRAL JOHN PARKER (right), director of the Defense Nuclear Agency, visited Sandia last week for briefings on nuclear weapon development, Future Look research, and military liaison activities. Here, he visits with VP Everet Beckner (5000).

Events Calendar

Oct. 23-24 — International Arabian Championship Horse Show; 8 a.m., 1:30 & 7 p.m.; NM State Fairgrounds, 243-3696 or 265-1791.

Oct. 23-24 — "Back-Up," UNM Dept. of Theatre Arts dance production; 8 p.m., Rodey Theatre, 277-4402.

Oct. 23-25 - Los Novicios Craft Guild Arts & Crafts Show; 10 a.m.-6 p.m. Fri. & Sat., 11 a.m.-5 p.m. Sun.; Convention Center, 873-3395.

Oct. 23-27 — Exhibit, figures and Pueblo weaving by Lucy Yepa Loudon of Jemez Pueblo; 9 a.m.-6 p.m., Gallery, Indian Pueblo Cultural Center, 843-7270.

Oct. 23-28 — Exhibit, "Contemporary Women Artists"; Gallery, South Broadway Cultural Center, 848-1320.

Oct. 23-Nov. 1 — "Holiday," New Mexico Repertory Theatre production of screwball comedy by Philip Barry; 8 p.m. Tues.-Sat., 2 p.m. matinee Sat. & Sun.; KiMo Theatre, 243-4500.

Oct. 23-Nov. 1 — Exhibit, "The African Desert: Photography by Bernard Plossu"; 11 a.m.-5 p.m. Tues.-Fri., 1-5 p.m. Sat. & Sun.; Albuquerque Museum, 242-7255.

Oct. 23-Nov. 8 — Exhibit, "Judith Golden: Myths and Masquerades," 9 a.m.-4 p.m. Tues.-Fri., 5-9 Tues. evening (gallery talk & reception, 2 p.m. Nov. 1); UNM Art Museum, 277-4001.

Oct. 23-Nov. 13 — Exhibit, "Works on Paper, 1930-1986," by William Lumpkins; 9 a.m.-4 p.m. Tues.-Fri., 5-9 Tues. evening; Jonson Gallery, 277-4967.

Oct. 23-Dec. 6 — Focus Photo Series: Douglas Kent Hall photographs; 10 a.m.-5 p.m. Tues.-Fri., 1-5 p.m. Sat. & Sun.; Albuquerque Museum, 243-7255 or 242-4600.

Oct. 24 — Crafts demonstration, clay storyteller figures by Helen Cordero of Cochiti Pueblo, discussion by Barbara Babcock; 1-4 p.m. (reception following), Maxwell Museum of Anthropology, 277-4404.

Oct. 24 — 20th Anniversary Gala Celebration, Albuquerque Civic Light Opera Association; 8:15 p.m., Popejoy Hall, 345-6577.

Oct. 25 — Canterbury Concert Series: Arioso Chamber Players, music for harp, viola, flute, and cello; 4 p.m., St. Thomas of Canterbury Episcopal Church (425 University NE), 247-2515.

Oct. 25 — Keller Hall Series: The Seraphin Trio, chamber music; 8:15 p.m., Keller Hall, 277-4402.

Oct. 25 — Sinfonietta/Choral Concert, NMSO Chorus performing "King David"; 3 p.m., Congregation B'nai Israel (4401 Indian School NE), 843-7657.

Oct. 25 — "1912," musical "snapshot" of life in America 75 years ago, sponsored by the New Mexico Endowment for the Humanities and the Albuquerque Bicentennial Diamond Jubilee Committee; 7 p.m., KiMo Theatre, free, 848-1374.

Oct. 25 & Nov. 1 — "Cabaret Night at the Gold Nugget," featuring "Top of the Charts: 50s and 60s," pop music revue; 7 p.m., Gold Nugget Theatre (1522 Eubank NE), 292-5363.

Oct. 26 — Concert, Percussion Ensemble, conducted by Christopher Shultis; 8:15 p.m., Keller Hall, 277-4402.

Oct. 27 — UNM's Best of Broadway Series: The Golden Gershwin Concert; 8:15 p.m., Popejoy Hall, 277-3121.

Oct. 29-31 — "Dance," dance concert, UNM Dance Division; 8 p.m., Carlisle Gym, 277-4402.

Oct. 30-Nov. 22 — "The Winter's Tale," Shakespeare's masterpiece about the infinite power of love; 8 p.m. Fri.-Sat., 6 p.m. Sun.; Vortex Theatre, 247-8600.

Oct. 31 — New Mexico Symphony Orchestra pops concert (season opener), featuring photochoreographic concert — slides by James Westwater and music by Aaron Copeland, guest conductor Murray Sidlin; 8:15 p.m., Popejoy Hall, 842-8565.

Oct. 31 — Doll and Miniature Show; New Exhibition Hall, NM State Fairgrounds; 883-6986.

Oct. 31 — Halloween Variety Show for children, sponsored by Albuquerque Police Athletic League, featuring costumed ghosts and goblins, magicians, and more; 2-3:30 p.m., 5-6:15 p.m., and 8-9:15 p.m.; Convention Center, 768-5953.

Oct. 31-Nov. 1 — Remote-Controlled Model Airplane Show, 8 a.m.-4 p.m. Sat., 8 a.m.-2 p.m. Sun.; La Boca Negra Air Park (follow signs from Coors & Sequoia), free, 828-5027, 292-9196, or 294-2618.

Oct. 31-Nov. 24 — Exhibit, jewelry by Augustine Lovato of Santo Domingo Pueblo; 9 a.m.-6 p.m., Gallery, Indian Pueblo Cultural Center, 843-7270.

Nov. 1 — Fine Arts Music Series: New York Ensemble; 4 p.m., First United Methodist Church (4th & Lead SW), 243-5646.

Nov. 1-2 — Exhibit, "Portraits of New Mexico," photographs taken of New Mexicans between 1870 and 1920; 9 a.m.-4 p.m. Mon.-Fri., 10 a.m.-4 p.m. Sat.; Maxwell Museum of Anthropology, 277-4404.

Nov. 4 — "Splittin' Hairs," one-person play about a Louisiana beautician and practitioner of "blue-collar Zen"; 8 p.m., South Broadway Cultural Center, 848-1320.

Nov. 4 — Keller Hall Series: Artemus Edwards on bassoon, George Robert on piano, other artists; 8:15 p.m., Keller Hall, 277-4402.

Nov. 5 — "World of Music," concert sponsored by UNM; 8:15 p.m., Keller Hall, 277-4402.

Nov. 5-8 — Holiday Olé Arts and Crafts Show, Convention Center, 268-7135.

Nov. 6-7 — "Sankai Juku," dances from Japanese Butoh theatre; 8 p.m., KiMo Theatre, 848-1373.

Nov. 6-8 — "The Snow Queen," fairy-tale ballet, New Mexico Ballet Company; 8:15 p.m. Fri.-Sat., 2:15 p.m. Sun.; Popejoy Hall, 884-9443.

Nov. 7 — 38th Annual Hollyherry Fair, Christmas bazaar; 9 a.m.-3 p.m., St. Mark's on the Mesa Episcopal Church (431 Richmond Pl. NE), 262-2484.

Fun & Games

Skiing — If you're counting the days and watching the skies until the white stuff begins to fall, haul out your equipment and see what you need to add, replace, trade, or sell at the 21st Annual Ski Swap on Oct. 30-Nov. 1 at the Exhibit Complex (formerly Agriculture Building) on the State Fairgrounds. Register equipment or clothes for sale on Friday between noon and 8 p.m. The sale starts at 9 a.m. Saturday and closes at 4 p.m. Pick up unsold items and checks for what you've sold at the Super Sunday Sale between 2 and 4 p.m. The Ski Swap is the Sandia Peak Ski Patrol's source of funds for medical supplies and rescue equipment. The all-volunteer group has 60 patrollers as well as an auxiliary and junior adjunct. Jack Cyrus (9122) is the Patrol leader. For more information, contact John Shunny (ret.) on 265-1620.

* * *

Bowling — Attention, all bowlers! Don't forget to send your SANDOE Bowling Assn. membership fee of \$2 to Dora Gunckel (6400). Membership benefits include eligibility for SANDOE fun tournaments and Bowler-of-the-Month awards. There are four winners each month, two men and two women, both scratch and handicap series. You do not have to be associated with a Sandia-sponsored league. Membership is open to Sandians, DOEans, and their spouses.

Officers for the 1987/1988 season are: Fidel Perez (7485), president; Lil Radtke (3430), vice-president; Dora Gunckel (6400), secretary/treasurer; Julia Norwood (3400), women's representative; Wayne Yoshimoto (7412), men's representative; and Reyes Chavez (7412), tournament director.

The tournament season is under way. Here's the schedule:

Nov. 14-15 4-Game No Tap Iceland Bowl



PLANT MAINTENANCE DEPARTMENT 7810 held a double-elimination softball tournament on Sept. 24 and 25. Teams from 7811, 7812, 7813, and 7818 participated. Division 7818, the "A" (A-III) Team, won and will display the traveling bragging-rights trophy for the next year. Front row, left to right: Mike Carson, Jim Armijo, Jose Sanchez, Felix Garcia, Micheal Gorospe, and Ray Lucero. Back row: Coach Dennis Gutierrez, Ernie Duran, Player Coach Marcos Martinez, Team Manager Charles Wells (division supervisor), Leroy Padilla, Charles Dalton, and Player-Coach Donald Jaramillo.

Jan. 16-17	No Tap/ Scotch Doubles	Holiday Bowl
Feb. 20-21	3-Game Mixer	Iceland Bowl
March 19-20	4-Game No Tap	Holiday Bowl
April 16-17	Scotch Doubles	Iceland Bowl

* * *

More Bowling — Sandia Labs Men's Handicap Bowling League honchos are looking for two good men to come to the aid of their league. Bowlers are needed for Thursday games at 6:30 p.m. at Holiday Bowl. If you're interested in joining, contact Lou Sanchez on 4-6453 or Jak Strascina (7476) on 4-7359.

An Award for Anyone



Hollywood has its Oscars. Television has its Emmys. Broadway has its Tonys. And advertising has its Clios. And its Andys, Effies, and Obies. And 117 other assorted awards. And those are just the big ones. . . Consider: The Aqua awards for the best waterbed advertising. The Batchy awards for the finest state lottery campaign. The Golden Spike for the best non-railroad ad that uses a railroad motif. The PAW (Pets are Wonderful) awards for non-pet-product ads that illustrate "responsible pet ownership." (One recent reject: the light-bulb commercial in which the light blows out and a woman accidentally vacuums up her cat.)

Joanne Lipman, Wall Street Journal

flex@liback

Q. Can something be done to simplify disposal of wastepaper marked Private? Would it be possible to use an envelope similar to the red and white burn bags and dispose of it in the mail?

The average office staff does not accumulate enough Private waste to fill one of the large white plastic bags on a daily basis, and there is no place to store the bags until they are full. I work in a director's office, and two department secretaries and I keep bags of Private waste in my classified repository until we accumulate enough to fill one of the large bags. Right now, my safe runneth over!

A. Your dilemma is currently being addressed in the context of a broader problem: that of destroying classified waste. In procedures being proposed, Private and Confidential waste would be separated from Secret waste. An envelope for Private waste similar to that now used for Classified waste (form SA2909-C) would be created for you and other light users.

In the interim, we suggest that you use the large Private envelopes (12" x 16"), SF7180ABA 698657. Tear up the paper matter and deposit it in the envelope. Write across the top in bold, large letters, "FOR DESTRUCTION." Those envelopes will be picked up by 3414-1 employees on their routine routes.

Jim Martin - 3400

Q. The grounds people are doing a fantastic job in converting Tech Area I into a beautiful park. It's a real joy to walk through during the spring and summer and enjoy the plants and flowers. However, it would be nice to know what the names of all these plants are. Would it be feasible to have little plaques of some sort placed in each bed so we can identify these plants? As it is, we can only enjoy these plants here; without a name, we can't duplicate them in our own gardens.

A. I'm glad that you are enjoying the plants and flowers in and around the Tech Area. We plan to do more landscaping in the future, and I hope that everyone will be pleased with our efforts. Your suggestion that we provide identifying plaques would overwhelm us, but we do want to cooperate so that you may duplicate our plants and flowers in your own garden. If there are two or three plants that you need names for, and you can describe them to Bob Sharp on 4-6641, he probably can help you over the phone. If there are several plants, contact Bob and tell him the locations and he may be able to send you a copy of the "blueprint" used as the planting guide.

Ward Hunnicutt - 7800

Q. What is the procedure for shipping inexpensive items from Sandia? If the shipment is not covered by a contract or a purchase requisition, a Property Movement Authorization Number (PMAN) must be issued. To request a PMAN, the requester's department manager must send a memo to Robert Blount (150). In the course of trying to send two test samples worth about \$1 to a DOE integrated contractor, I was told by Frank Gallegos (3428) that the PMAN is needed to record the disposition of any government property. This policy seems reasonable when the property is relatively expensive (e.g., greater than \$500). However, applying the same approval procedure (involving two department managers) to items of nominal value seems unnecessary.

Would it be possible to streamline the procedure for approving shipments of very inexpensive items from Sandia? For example, could the supervisor approval of the Shipper be adequate to verify proper disposal of such items? This suggestion seems timely in light of increasing Sandia involvement with technology transfer activities with laboratories in the private sector. These tech transfer activities inevitably involve frequent exchange of test samples with many different laboratories.

A. Any time a "Shipper" form is prepared for the shipment or handcarry of Sandia property of material, an authority for shipment is cited. For shipments to Sandia locations or remote sites, the authority for shipment is "Location Change." For all other shipments or handcarries, the authority for shipment



A LITTLE WOODEN DESK that's bound for Reclamation holds fond memories for Ted Sherwin (ret.) and Phyllis Wilson (3162). Ted recalls he acquired the Army-surplus desk in 1951. "It was considered more appropriate for a supervisor to use an honest-to-goodness desk than a stand for his typewriter," Ted says. In 1966, when Ted was promoted to manager of Public Relations Dept. 3160, Phyl inherited the wooden rarity. "I left it behind when I moved to the LAB NEWS from Div. 3161 two years ago," Phyl says. Since then it's remained unused, and now (sob) it's heading for that great desk heaven in the sky.

may be a (Sandia-issued) purchase order, contract, or loan accountability agreement; a reimbursable agency order; or a Property Movement Authorization Number (PMAN).

It is current policy that the PMAN is used only when a shipment cannot be referenced with one of the other authorities (without regard to dollar value). One reason that the PMAN is set up this way is because DOE wants documentation for any government-owned property or material that is leaving the Labs. However, Administrative Policies and Procedures Division 132 will look into the possibility of including a threshold dollar limit below which approv-

als could be simplified.

In the case of technology transfer activities that require frequent exchange of test samples, certain provisions of the PMAN will help minimize the approvals and paperwork. One PMAN can be set up for multiple shipments and multiple addresses. In addition, PMANs can be authorized for up to one calendar year and are renewable after this time has expired. If these provisions are needed, the memorandum requesting the PMAN should include the appropriate information.

Paul Stanford - 100

Medical Corner

Killing Them Softly — But Still Killing Them

by Lynn Judge (3330)



Alcoholism and drug addiction are lethal diseases. That statement's tough to accept, but we have no other choice.

Yes, *lethal*, as in fatal, deadly. If the progress of the disease isn't halted, the disease may result in permanent mental damage. Or a prison term. And ultimately, if unchecked, death.

Too often, family members, friends, co-workers, employers, even counselors, therapists, and clergy, in attempting to help, actually compound the problem and don't really help the people they're trying to help.

I'm talking to those helpers, those of you trying to help others but "killing them softly." It's like this —

Here at Sandia, as in the rest of the nation, we have our share of alcoholics and drug abusers. And we have supervisors and co-workers trying to "save" the substance abuser by covering up, or compensating for, the consequences of alcoholism and drug addiction.

Let's look at some examples: If someone has had a rough weekend of drinking and drugging and can't drag herself to work on Monday morning, she calls and requests vacation at the last minute — and her supervisor grants it. Perhaps an employee is sloppy and slow in his job because he's smoking marijuana — but co-workers pitch in and compensate by working a little harder, and the division's overall output seems up to its usual high standards. Maybe a supervisor is surly and irritable because of a hang-

over or drug withdrawal — and employees go out of their way to avoid ruffling his or her feathers (and, of course, cause a morale problem and, consequently, a quality-of-work problem in the process).

All of these occurrences should be documented — not compensated for. If there's a pattern of such incidences, it indicates a person has a problem and needs help. Covering up the problem does *not* make it go away; it *does* allow the disease to progress unchecked.

Sending a person to Medical is a good way to help. The disease process can be arrested and the person can return to work as a full-fledged, productive employee and have a happy, useful life.

Supervisors and co-workers are hesitant to do or say anything for fear they might embarrass afflicted employees or, worse yet, cause them to lose their jobs. Everybody — the victim, the supervisors, the co-workers — goes underground with the problem. This approach ultimately leads to death. And those who help in the coverup? That's what I mean by "killing them softly."

The following story makes my point: Tom and Dick are standing by the coffin at the wake of their dear, departed friend Harry and shaking their heads at his untimely death.

"What caused the dear fellow to give up the ghost?" Tom asks Dick.

"It was his liver that gave out — he liked to hit the bottle pretty heavy, you know," replies Dick.

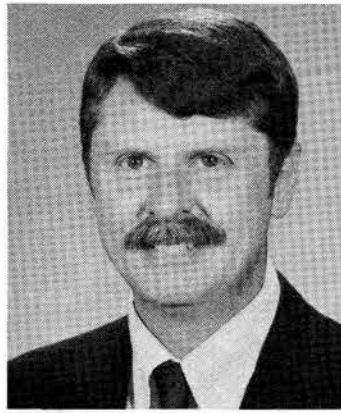
So Tom asks, "Did you ever recommend he go to Alcoholics Anonymous?"

Dick is shocked: "Good grief, no! He wasn't that bad!"

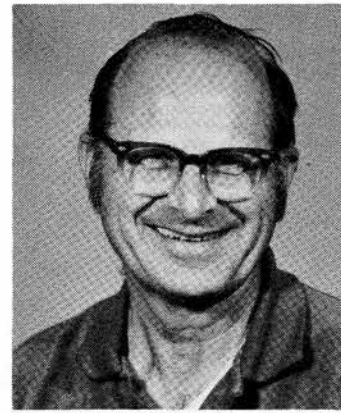
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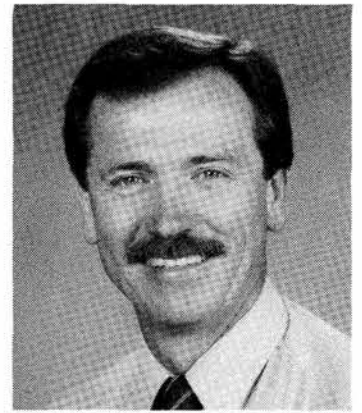
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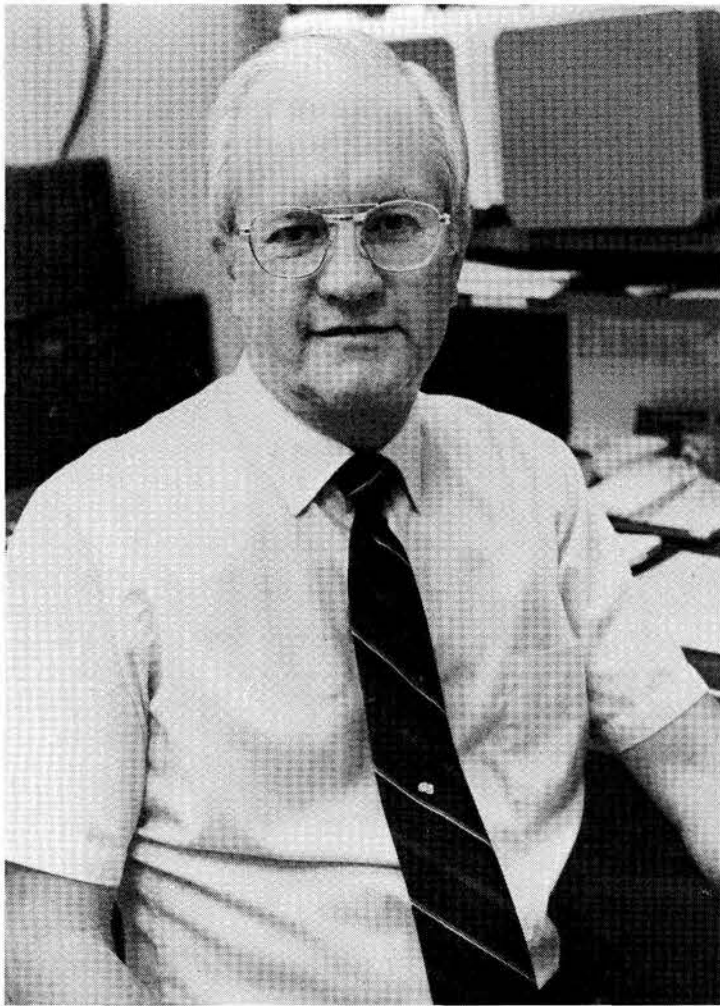
Don Cook (1260) 10



Robert Isidoro (7524) 30



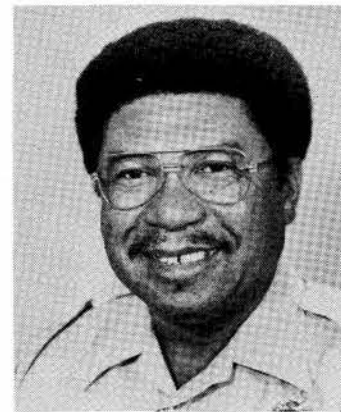
Anton West (8446) 15



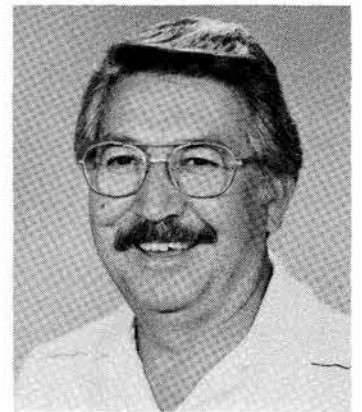
Eldon Julius (5231) 30



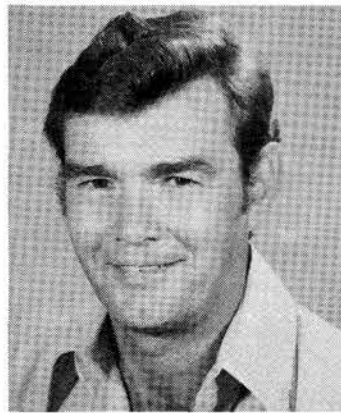
Robert White (7554) 35



Bob Adkins (3434) 10



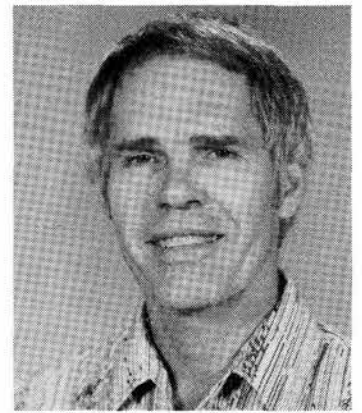
Hilario Garcia (7413) 35



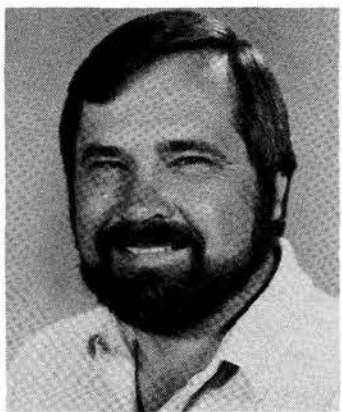
Arthur Lynch (6254) 25



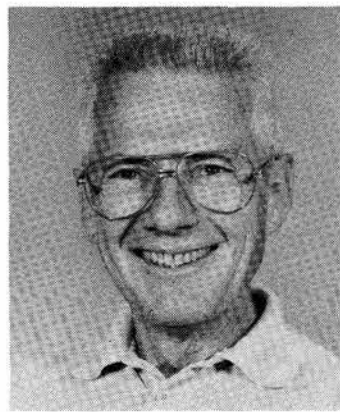
Reba Garrison (5122) 30



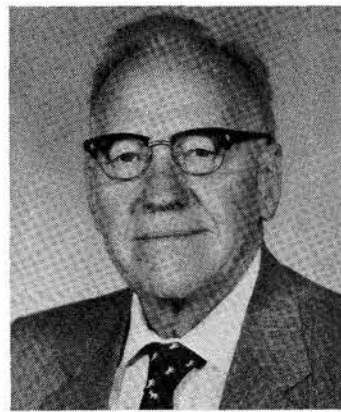
Herman Watts (2113) 20



Kenneth Varga (2542) 20



Roland Hewitt (7137) 30



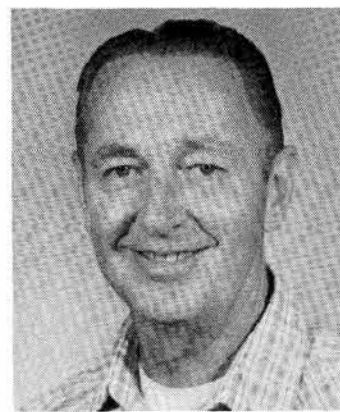
Bert Lindsay (2181) 30



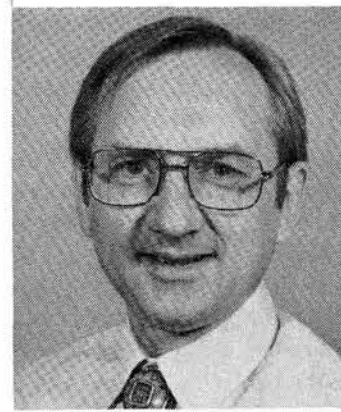
Eva Chavez (5233) 20



John Hall (7862) 25



Bob Leighninger (2343) 30



Thomas Sullivan (9133) 25

feed **back**

Q. I recently made a cash contribution to a university and applied for an AT&T matching gift to the same institution.

I received a letter from the AT&T Foundation saying that Sandia Labs employees do not qualify for the matching gift program. (1) Is that true? (2) Why don't we? (3) Can it be changed?

A. Yes, it is true that Sandia employees are not eligible — and have never been eligible — for matching gifts through the AT&T Foundation. Sandia is operated entirely on government funds, and disbursement of such funds for matching gifts is considered an inappropriate expenditure by the Department of Energy.

It is the intent of the prime contract that the operation of Sandia National Laboratories impose no cost burden on AT&T. Thus, it is also inappro-

priate for AT&T to absorb the cost of the matching gift program for Sandia employees.

Paul Stanford - 100

Q. We all completed new W-4 withholding tax forms months ago, but I don't see any change in my tax rate. Will the new rate become effective this year or not?

A. The new tax rates under the Tax Reform Act of 1986 became effective on Jan. 1, 1987. These rates were implemented at Sandia as of that date. Consequently, any pay you have received since that date has been taxed at the new rates.

The Form W-4 you submitted for 1987 was input to the payroll system within two weeks after it was received by Payroll. If you submitted this 1987 Form W-4 after Jan. 1, and the number of allowances was

the same as the number claimed on your old Form W-4, there would be no change from the taxes withheld from the first payment(s) you received earlier in 1987.

If you have further questions, please contact Frank Ortiz or Theresa Phelps in Employee Accounting Division 152.

Paul Stanford - 100

Or a Turtle Trashed by a Tank?



Wildlife is making a surprising comeback in our towns and cities. This fact has not escaped the attention of Roger Knutson, professor of biology at Luther College in Decorah, Iowa. His book *Common Animals of Roads, Streets, and Highways: A Field Guide to Flattened Fauna* enables a layperson to tell a mouse mown down by a Mini Metro from a vole violated by a Vespa. *New Scientist*

UNCLASSIFIED ADVERTISEMENTS • UNCLASSIFIED ADVERTISEMENTS • UNCLASSIFIED ADVERTISEMENTS • UNCLASSIFIED ADVERTISEMENTS

Deadline: Friday noon before week of publication unless changed by holiday. Mail to Div. 3162.

Ad Rules

1. Limit 20 words, including last name and home phone.
2. Include organization and full name with each ad submission.
3. Submit each ad in writing. No phone-ins.
4. Use 8½ by 11-inch paper.
5. Use separate sheet for each ad category.
6. Type or print ads legibly; use only accepted abbreviations.
7. One ad per category per issue.
8. No more than two insertions of same ad.
9. No "For Rent" ads except for employees on temporary assignment.
10. No commercial ads.
11. For active and retired Sandians and DOE employees.
12. Housing listed for sale is available for occupancy without regard to race, creed, color, or national origin.

MISCELLANEOUS

- OPEN STOCK TRAILER w/ramp load gate, high sides, rigged for 2 horses or general hauling, \$450. Asprey, 296-6673.
- GOLF CLUBS: 1986 PGA Cameron irons, 3-PW-SW, \$280; 1985 PGA Ryder Cup II irons, 3-PW, \$200; new H&B Citation driver, \$35; more. Stang, 256-7793.
- TWO COMPUTERS, TRS-80 Level 2, w/extended interface, one w/3 disk drives, one w/cassette. Riley, 869-2119.
- CONCRETE TREE RINGS, 3-ft. diameter, \$3/ea.; wooden storage chest, \$10. Prevender, 296-8586.
- UKC "PR" REGISTERED BLUETICK HOUND PUPPY, female, 2 months old, shots, \$75; 6-wk.-old pygmy goat, buck, \$20. Ward, 865-3107.
- ONE DODGE WHEEL, 7" x 16.5", for disc brakes; 8 Bronco wheels, 7" x 15", large center, 5-bolt, \$15/ea.; two Jackman wheels and new tires, 12" x 16.5", 8-bolt, \$150/pr. Bronson, 281-1606.
- RECLINER, \$50; white 3-tab shingles, \$4.50/bundle; galvanized sprayer, \$5. Zirzow, 294-7296.
- SKI BOOT TREE, Allsop, yellow plastic, w/handle and stand-up base, independent rubber tensioners, \$3. Schkade, 292-5126.
- TONNEAU COVER for '79 MGB, w/headrest, new, cost \$203, make offer. Duffy, 298-7301.
- UPRIGHT PIANO, 75 years old, oak, restored soundboard, matching bench seat, \$500; Holiday Vacationer travel trailer, 20', self-contained, new awning and radial tires, Reese hitch, \$3600. Reif, 299-2665.
- ELECTRIC DRILL, Black & Decker, 3/8", 1/3-hp, kit in box, cost \$25, sell for \$10. Barr, 821-5870.
- GAS CLOTHES DRYER, Kenmore, timed heat and air cycles, electric ignition, \$35. Treusch, 897-3521 after 3.
- TRAILER, tandem axles, 16', \$600. Flanagan, 265-8656 evenings.
- SAILBOARDS: Mike Shea, 97", cus-

- tom, \$250; 140-litre transition board, \$275; 5.5 sail, \$80; boom, \$40. Healer, 298-6967.
- AT&T PC-6300, 20MB disk, DOS, GW-BASIC, technical manuals, \$1600 OBO. Grammer, 296-5084.
- SANYO COMPUTER SYSTEM, 128K, w/monitor and printer, IBM-compatible, 5 software packages (including Wordstar), \$750. Walker, 883-7203.
- TWO STEREO SPEAKERS, linear dynamics, 120-watt; Pioneer SX-1500 receiver, 45-watt; Technics tape deck, RS-917; \$400. Riley, 293-5868.
- GUITAR AMPLIFIER, dual inputs, 8"-speaker, 15-watt, \$20. Hughes, 299-6674.
- HAMSTER CAGE, single only; 13" boy's bike; 36" aluminum screen door. Maestas, 831-4072.
- TABLE SAW, 8" Craftsman, w/iron table and extension wing; 4" Craftsman jointer; \$175/both OBO. Schneider, 299-6243.
- FRENCH PROVINCIAL TABLE LAMP, \$12; brass table lamp, \$10; 2 maple step end tables, \$30; brown recliner, \$45; 2-cushion sofa, 60", \$75; sick-room items. Hoke, 298-6619.
- CARVED ENTRY DOOR, 3' x 6'7", sofa and chair, other furniture. Randall, 821-0388.
- 351 CLEVELAND ENGINE, \$250; Sears rowing machine, \$65. Sanchez, 831-2645.
- TWIN BED, Simmons firm mattress, box spring, wheeled frame, 4 years old, \$90 OBO. Skroch, 828-0239.
- IBM DS-DD DISKETTES, new, 4 boxes (40 disks), \$7.50/box. Barnard, 256-7772.
- BEER CAN/BOTTLE COLLECTION, 75-100 different brands, empty. Schubeck, 821-3133.
- HOMELITE SUPER XL CHAIN SAW, \$125; new Corning wood stove, catalytic combustor, \$60; soap box derby wheels, \$35. Snelling, 294-5751.
- SKI PACKAGE: woman's Nordic boots, small; Rossignol skis w/poles, complete, \$70. Marchi, 291-9681.
- MISSION OAK DESK, w/bookshelves, Pendleton, \$325. Dalphin, 265-4029.
- PUSH MOWER, w/grass catcher, \$25. Sellers, 292-0466 after 5.
- TELEMARK SKIS, Karhu & Rossi, 190 cm & 210cm. Ritchey, 298-4311.
- KITCHEN/DINETTE TABLE, 42" round, tan Formica, w/extension leaf, 4 chairs, \$90; king/queen metal bed frame, \$25. Connor, 268-8718.
- QUEEN-SIZE WATER BED, waveless, heater control, frame, pedestal, complete, \$150; electric water heater, 52-gal., 4 years old, \$45. Weirick, 281-1462.
- KIRBY VACUUM, shutters, Heath Kit 0-12 oscilloscope, records, parachute, misc., garage sale, Oct. 24 & 25, 8:30 a.m., 6109 Ponderosa NE. Schellenbaum, 881-7589.
- MISCELLANEOUS ITEMS, moving sale, Oct. 23 & 24, 10 a.m.-5 p.m. Davies, 10317 Apache NE.
- BEIGE SOFA, loose cushions (back & seat). Schultz, 255-0686.
- GE FOOD PROCESSOR, \$15; folding bed, \$7; matching luggage, \$30; vacuum cleaner, \$10. Keese, 299-1327.
- MISCELLANEOUS ITEMS, yard sale, Oct. 24 & 25, 9 a.m.-4 p.m. Dillon, 4620 Burton SE.

- CAR CASSETTE DECK, AIWA CT-X400, many features, cost \$500, sell for \$250. Mora, 281-9815.
- 357-MAGNUM RUGER, Security Six, 4" barrel, holster, zippered case, ammo. Gomez, 299-5461.
- MAGNAVOX TV, 19", \$150. Bixler, 293-7205.
- FURNITURE, CAMERAS, women's clothes, ping-pong table, kitchen stove, clothes dryer, garage sale, Sat. & Sun., 8 a.m.-5 p.m., 1521 Cedar Ridge NE. Stone, 298-4641.
- BOOKS, BRIC-A-BRAC, Christmas items, collectibles, paintings, frames, more, garage sale, 9 a.m.-5 p.m., Oct. 24 & 25. Smith, 3400 Chelwood NE.
- TIRE CHAINS, set, for 13" tires, fits Toyota, Nissan, etc., cost \$35, sell for \$25. Strascina, 294-0305.
- POOL TABLE, 3/4-in. slate, \$400; double wall oven, \$5. Baack, 296-2312.
- AKC LABRADOR RETRIEVER PUPS, yellow, shots, OFA, champion bloodlines, 9 weeks old, one male, one female. Bendure, 298-4763.

TRANSPORTATION

- WOMAN'S 3-SPD. BIKE, metallic taupe color w/maroon trim, \$45. Monaco, 293-2754.
- WOMAN'S 3-SPD. BICYCLE, \$30. Zirzow, 294-7296.
- '66 MUSTANG, cherry red, 289 V-8, new AT, AM, AC, pony interior, 50K miles on engine, 120K miles on chassis, \$3600. Stang, 256-7793.
- '82 SUZUKI RM80 DIRT BIKE. Riley, 869-2119.
- '82 YAMAHA 650 SECA, 6.5K miles, shaft drive, silver, \$1200. Wiseley, 275-3875.
- ALUMINUM BOAT, 12', 7-hp outboard, electric trolling motor, 2 life jackets, cartop racks, oar, \$700. Ward, 865-3107.
- DIRT BIKES: '83 Honda CR480, \$950; '84 Kawasaki KX80, \$550. Healer, 298-6967.
- '87 SKAMPER POP-UP on 1/2-ton Chev. pickup, stove, refrigerator, AC. Stradford, 898-4635.
- '87 KAWASAKI ZL1000, wine red, liquid-cooled, drive shaft, 6-spd., leather saddle bags, 4K miles. Rasmussen, 266-1097.
- FISHING BOAT, 14', 5-hp motor, trailer; 20' pontoon, 60-hp motor. Gabaldon, 1-744-5393.
- '87 STERLING, 4-dr. sedan, loaded, 410 miles, \$2000 off dealer cost OBO. Gallegos, 294-0233.
- '64 CORVAIR MONZA COUPE, complete overhaul on engine and transmission, new paint and upholstery, \$2995. Denison, 281-2518 or 255-8495.
- '49 DODGE CORONET, classic, \$1500. Sanchez, 831-2645.
- '86 NISSAN SENTRA, AT, AM/FM, AC, FWD, original owner, \$5500. Marek, 265-9247.
- '76 DATSUN KING CAB, radials, trailer hitch, AM/FM, 1600cc, \$1500 OBO. Schlavin, 299-6592.
- 12-SPD. ROAD BICYCLE, Centurion LeMans, 21", Cr-Mo butted frame, extras, \$220. Ritchey, 298-4311.
- '81 CHEV. Z-28, V-8, AT, AC, tilt, cruise, T-tops, power windows and door locks, 31K miles, \$5500. Florez, 822-

- 9484 after 5.
- MAN'S BICYCLE, 59cm, Raleigh, red, new tires and components. Gubbels, 884-3711.
- '67 CUSTOM VW PICKUP, moon disks, lowered front (adjustable), stereo, chrome exhaust, Porsche engine, \$1300 OBO. Powell, 877-4939.
- '80 BUICK SKYLARK, V-6, 2-dr., AT, tilt, cruise, loaded, 60K miles, \$2800 OBO. Johnson, 296-1152.
- '87 DODGE OMNI, 5-spd., AC, cruise, rear wiper/defrost, AM/FM stereo, 12.8K miles, \$6200. Herr, 892-3024.
- '82 PONTIAC 6000, 4-dr., AT, PS, AC, cruise, tilt, 50K miles, \$4400. Abel, 296-6089.
- '85 FORD 3/4-TON PICKUP, 4x4, w/10'8" self-contained Dreamer camper, custom boot, extras, \$13,000 or sell separately. Johnson, 298-1011.
- '78 DODGE RAMCHARGER, 4x4, PS, PB, 4-spd., 318 V-8, 64K miles, \$2750; '75 VW Dasher SW, \$500. Chu, 293-1222.
- '81 DODGE OMNI, PS, cruise, AC, standard transmission, \$1650. Davis, 294-0139.
- '78 FORD SUPER-CAB PICKUP, 3/4-ton, camper special, V-8, AT, PS, PB, AC, \$2300. Foltz, 291-0051.
- '50 WILLY'S JEEP, 265 Chev. engine, tow bar, roll bar, new battery and hubs, \$1150. Schafer, 299-6217.
- '83 RENAULT ALLIANCE, \$2100. Harms, 821-6717.
- '83 BUICK SKYHAWK, custom 4-dr., AT, PS, PB, AC, cruise, one owner, \$3950. Aydelotte, 867-4143.
- '70 VW BUG, rebuilt engine, stereo, all receipts available, \$2500. Salgado, 898-7842 after 5.
- '74 VEGA, AT, AC, new radials, factory-rebuilt carburetor, AM/FM radio, \$550 OBO. Brown, 897-2016 after 5.
- '83 FORD RANGER PICKUP, 4-spd., 4-cyl., sliding rear window, \$2500 OBO. Sorley, 869-6605.
- '73 VW BUS, 10K miles on rebuilt 1700 single-carb engine, new tires, AM/FM cassette, \$1800 OBO. O'Brien, 298-4008.
- '73 PLYMOUTH FURY III, 2-dr., hardtop, 70K miles, \$400 OBO. Turpin, 281-5933.
- FORD TRACTOR, 9N, w/complete engine overhaul, \$2000; plow, \$100. Alderete, 877-3522.

REAL ESTATE

- 2-BDR. MOBILE HOME, 14' x 65', 2 baths, awnings, covered deck, new carpet and AC, extras, in Aztec Village, \$10,000. Luikens, 891-0985.
- 2-BDR. MOBILE HOME, '85 Lancer, 14' x 80', oak cabinets, GE microwave, hardboard sides, shingle roof, ceiling fan, \$26,000. Stang, 256-7793.
- 3-BDR. MOBILE HOME, 16' x 77', 2 baths, stove, refrigerator, DW, disposal, FP, no down, take over payments. Gabaldon, 864-1864.
- 2-BDR. MOBILE HOME, 24' x 56' double-wide, 2 full baths, light paneling, appliances, adult park. Hickey, 293-7923.
- 5-BDR. HOUSE, 2408 sq. ft., 3 baths, wet bar in rec room, full basement, Juan Tabo/Menaul area, Eldorado school district, fruit & shade trees, shed, \$89,900. Asprey, 296-6673.
- HOMESITE in Sandias, w/creek bed,

- solar-home suitable, trees, adjacent to national forest in Cedar Crest, \$35,000 OBO. Cowgill, 298-1357.
- 3-BDR. TOWNHOUSE, 1-3/4 baths, refrigerator, washer/dryer, mini-blinds, ceiling fan, original owner, \$55,000. Trump, 298-9558.
- 3-BDR. HOME, Holiday Park, 2 full baths, remodeled kitchen, FP, new carpet, landscaping, 1495 sq. ft., \$84,900. Romero, 828-1605.
- 3-BDR. HOME, Rio Rancho, 1-3/4 baths, FP, 1-car garage, pitched roof, 1400 sq. ft., \$59,900. Dunkin, 892-6234.
- 2-BDR. TOWNHOME, 1-3/4 baths, FP, over-sized lot, covered patio, deck, landscaped, courtyard, timed sprinklers, views, \$82,000. Crenshaw, 296-8948.
- 3-BDR. HOME, 10317 Apache NE, DR, LR, double garage w/new door and openers, call for appointment. Davies, 296-6905.
- 3-BDR. HOFFMAN BRICK HOME, Candelaria/Moon area, 1-3/4 baths, covered patio, recently reroofed, new furnace and water heater, \$77,500. Stueber, 299-2414.
- 3-BDR. HOME, Copper & Tramway area, 1-1/2 baths, 1350 sq. ft., \$71,500 at VA appraisal, sell for \$64,000. Miyoshi, 821-9118.
- FIVE WOODED ACRES, on Juan Tomas off S217, established subdivision, proven water, utilities, \$5000/down, 8.5% REC, \$19,000. Silva, 265-5523.

WANTED

- BOOK SHELF. Coulter, 275-2183.
- BABYSITTER, for 8-week-old girl, 7:30 a.m. to 5:30 p.m., Mon.-Fri., starting Nov. 9. Caldwell, 821-7110.
- DOBERMAN PUPPY, female, do not need papers. Rush, 296-1244.
- CAST IRON BATHTUB and sink, in good condition. Lucero, 296-2473 after 7.
- FOUR-BARREL INTAKE MANIFOLD for Ford 390-CI engine; Holley 600-CFM carburetor. Snelling, 294-5751.
- '79 ALBUQUERQUE Balloon Fiesta poster. Hamilton, 294-5850.
- BASEBALL CARDS, old or new. Turner, 294-9674.
- HOUSEMATE, nonsmoker, share adobe in NW, FP, DW, W/D, \$275/month plus 1/2 utilities. McWilliams, 243-6885.
- CHILDREN'S DOWNHILL SKI EQUIPMENT, size 8 or 9 boots, 80cm skis, children's binding, reasonably priced. Blake, 881-1663.
- HOUSEMATE, to share 3-bdr. house, Indian School & Carlisle area, \$190 plus D/D and 1/3 utilities. Schafer, 268-3082, ask for Lori.
- EXERCYCLE or similar exercise equipment; 16" child's bike. Levin, 897-7145.
- HOUSEMATE to share house in Carnuel, 10 minutes from Eubank gate, \$250/mo. plus 1/2 utilities, nonsmoker, pets OK. Boslough, 294-3907.
- DAYTIME CHILD CARE, infant twin girls, in our Tijeras home, salary and schedule negotiable. Turpin, 281-5933.

WORK WANTED

- PAINTING, interior/exterior, and odd jobs, NE/SE Heights areas, by college student, experienced, reasonable rates. Perrine, 293-1429.

Head for Halloween High Jinks, Haunted House, Magnificent Magic

DOES THE HAUNTED HOUSE have bats in its belfry? Only the Shadow knows — and, of course, the kids who explore it at the annual Halloween party this Sunday from 5 to 8 p.m. Wear that favorite costume — scary, funny, whatever — because there's a big costume parade, with best-disguises prizes. From 5 to 7, scaredy-cats scurry to a low-cost buffet that features ghost-and-goblin gastral delights like hamburgers, hot dogs, ice cream, and more. The not-so-hungry can buy popcorn and soft drinks or fill up on free punch and cookies. Festivities include games throughout the evening and scary movies — for those who can uncover their eyes long enough to find out what's going on! It's all topped off (7:30-8) by the appearance of Mandrake the Magician (alias Gib Richards), who has all sorts of tricks up his sleeve. The \$1/child admission fee includes a goodie bag for each kid. This one's limited to members' children only, so be sure to bring along the membership card.

SCINTILLATING SAMBAS AND RHYTHMIC RHUMBAS are what's in store for you when you face the music tonight from 8 p.m. to midnight. Freddie Chavez and the gang belt out those Latin lyrics right after the two-for-one special dinner featuring prime rib or fried shrimp. Flash your membership card and get a \$1/person discount on the dinner bill.

A week from tonight (Oct. 30), you'll fly to the stomp-strains of Western Flyer, when that popular group puts out the country/western music from 8 to midnight. There's some choice chuck-wagon chow beforehand: filet mignon or snow crab. Don't forget to make that dinner reservation (265-6791).

SHARE SOME SHUFFLE-TIME next Thursday (Oct. 29) with T-Bird card sharks as they get together for fun and games, plus cookies and conversation; door prizes too (and it's all free!). The action starts at 10:30 a.m. Mandrake may have tricks up his sleeve, but *these* folks don't.

THE WOOF-WOOF GANG (aka the Coronado Wolfpack) springs back into the thick of things next Wednesday (Oct. 28) with a Lobo basketball tip-off party in the Eldorado room. Members get free refreshments (beer, wine, soft drinks, and munchies) from 6:30 to 7 p.m., after which Lobo head coach Gary Colson shows a video picturing highlights from the 1986-87 season. Right after the video, get the straight skinny on the upcoming season from Gary during a Q&A session.

SOMETHING NEW UNDER THE MOON is Western Hat Night, coming up on Friday, Nov. 6. Wear a 10-gallon (or some other size) cowboy hat that night and line yourself up for a free drink, pardner! As always on the first Friday of the month, you can sharpen those shuffle skills at c/w lessons from 7:30 to 8:30 p.m. Then it's the real thing, as those ever-popular Isleta Poor Boys unleash the stomp music from 8:30 p.m. to 12:30 a.m. Get the evening off to a great start with the two-for-one special dinner, featuring New York steak or scallops. The Isletans always pack 'em in, so here's a word to the wise: Make that reservation right *now*.

FAMILY VARIETY NIGHT on Nov. 7 promises a fun-filled time for everybody — old, young, or in-between. A low-cost buffet served from 5 to 6:30 p.m. features kid-pleasin' food (pizza, burgers, and lots of other good stuff). At 6, movie buffs are in store for a real treat — a Disney double feature: "Apple Dumpling Gang" and "Mickey's Christmas Carol" (the latter a special version of the Dickens classic starring all your favorite Disney cartoon characters). And that's not all, folks. There'll be warm-up cartoons from 5 to 6 for your viewing pleasure.



THAT OLD BLACK MAGIC — and some that's just plain hilarious — is Gib Richards' specialty. He'll be doing his tricks (any rabbits in that top hat?) from 7:30 to 8 p.m. during the kids' Halloween party this Sunday.

TINY BUBBLES . . . No, Lawrence Welk won't be there, but the champagne will be. Get set for another big brunch blast on Sunday, Nov. 8, from 10 a.m. to 2 p.m. The menu features some first-class fare: pancakes, scrambled eggs, bacon, home-fried potatoes, a chile fix (salsa and green chile stew), baron of beef, turkey, fried chicken, green beans almondine, tossed salad, fresh fruit and juices, peach and cherry cobbler, and beverages: coffee, tea, and milk, *plus* a complimentary glass of champagne or wine. Better mark your calendar right now — better still, call in that reservation. And bring along your membership card that day; it's worth a \$1/person discount (limited to \$2/family).

NOVEMBER IS BARGAIN MONTH for would-be C-Club members. Sign up during the month and receive two months of membership free (a savings of \$10 off the usual yearly membership fee of \$60). Nowhere else will you find so much going on at such reasonable prices. The Club has it all: best pool/patio area in the state, Friday night dinners with live bands and dancing, super Sunday brunches, lots of events for kids, top-notch travel program, and those immaculate tennis courts. It's easy to get in on this delightful deal; just call the Club office (265-6791) or stop by to sign up.

SPEAKING OF DISCOUNTS, members get them for movies at UA Cinema, General Cinema, or Commonwealth theatres. To get in on this flick-pick special, just stop in at the Club office and purchase your tickets ahead of time; cost is \$3 for UA,

\$3 for General Cinema, and \$2.50 for Commonwealth — and the tickets are good any time.

DAY IN — DAY OUT, your best travel bargains are those junkets planned by the C-Club travel committee. Here are some of them:

Poker Playtime — Treat yourself to an early Christmas present (Dec. 11-13) with this trip to Tinsel Town — more formally known as Las Vegas. The \$169/person tab (double) buys you RT air fare, two nights' lodging at the Four Queens Hotel, fun books for Vegas attractions, and — if you opt for one — a discounted rental car. All you closet gamblers had better get with the program: A \$50 deposit is due by Oct. 26 (three days from now, in case you haven't checked your calendar lately). Final payment not due until Nov. 16.

Orlando Orbit is what you'll be in when you sign up for this fantastic family fling (Dec. 26-Jan. 2). Here's a real holiday celebration that's chock-full of things to do every day. Featured are three days at Disney World/Epcot Center, a day at Sea World, a tour of Cape Canaveral, a visit to Cypress Gardens, and a Medieval Times dinner show. Cost is \$847/person (adult, double), which covers admissions, round-trip air fare, five buffet breakfasts, seven nights at the Ramada Resort Maingate (Orlando), and ground transportation. Kids sharing a room with parents go for less: \$663, ages 12-17; \$618, ages 3-11.

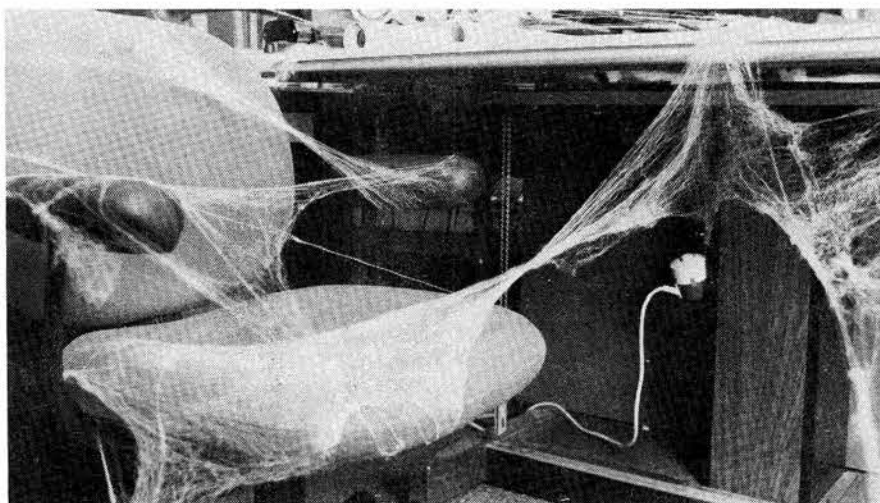
Cozumel Comfort is what you get when you head for that exotic island off the Yucatan coast (Jan. 22-29). The trip price of \$835/person (double) covers everything during your stay at the plush Club Cozumel Caribe. Everything means all meals; unlimited beer, wine, and cocktails; a garden-view suite; nightly entertainments; swimming and snorkeling; movies, parties, fiestas; and more. Deposit \$100 to reserve your space; final payment isn't due until Nov. 30. Find out more about this super sojourn next Wednesday (Oct. 28) at a 7 p.m. briefing session in the C-Club dining room.



Here are a couple of current volunteer opportunities for employees, retirees, and family members. If you would like more information, call Karen Shane (3163) on 4-3268.

ALBUQUERQUE CIVIC LIGHT OPERA ASSOCIATION needs volunteers to help with set construction for its Christmas production of "Oliver."

HIGHLAND HIGH SCHOOL needs biology tutors on Monday evenings from 7 to 9 p.m.



JIM WERKER'S CO-WORKERS in Div. 2852 somehow didn't notice the attack of the arachnids on his desk and chair. Jim spends a week at NTS and says he's come to expect something amiss when he returns. (Don't worry, Office Furniture Folks: it wipes off easily.)